

EMPLOYMENT DEVELOPMENT DEPARTMENT

CEA



CAREER EXECUTIVE ASSIGNMENT EXAMINATION ANNOUNCEMENT

CALIFORNIA STATE GOVERNMENT - AN EQUAL OPPORTUNITY EMPLOYER TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE, OR SEXUAL ORIENTATION.
IT IS THE OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

POSITION TITLE: CHIEF, TAX SUPPORT DIVISION

LEVEL: CEA 2 \$7302 - \$8051

FINAL FILING DATE: Until Filled

DUTIES/RESPONSIBILITIES:

Under the general direction of the Deputy Director, Tax Branch, the incumbent plans, organizes, facilitates and evaluates the Tax Support Division (TSD). The TSD performs programmatic and policy research and development, investigates and resolves taxpayer issues on program and policy matters involving the Tax Branch and its programs, oversees the Branch's primary automation systems for administering the State's employment tax programs, and provides administrative support for the Tax Branch Deputy Director and the other three operating divisions in the Branch. The Chief, TSD, is a principal advisor to the Deputy Director on technical and sensitive matters concerning policy development and coordination and a key interface with sister tax agencies in developing, coordinating, and implementing strategic interagency partnership projects. As a member of the Tax Branch Executive Management Team, the incumbent participates in making decision on the development, implementation, and modification of programs and policies that affect employment tax services to over 1.2 million California employers and 17 million wage earners covered by the State's Unemployment Insurance and Disability Insurance benefits programs, the Employment Training program, and the Personal Income Tax Withholding program.

FILING INSTRUCTIONS:

All applicants must submit a completed **Standard State Application (Form 678)** and **Statement of Qualifications (SOQ)** postmarked no later than the final filing date to:

Employment Development Department
Human Resource Services Division, MIC 54
Attention: Diane Joseph
P.O. Box 826880
Sacramento, CA 94280-0001

Applications may be obtained from the State Personnel Board's web site at <http://www.spb.ca.gov>. **Applications submitted without a SOQ may be eliminated from this examination process.** The SOQ should be one, but no more than two pages in length, and is a narrative discussion of how the applicant's education, training, experience, and skills meet the minimum and desirable qualifications and qualifies them for the position. All inquiries regarding this examination should be directed to Diane Joseph at (916) 653-8456.

C o n t i n u e d o n R e v e r s e

June 22, 2006

EXAMINATION INFORMATION:

The examination process will consist of an evaluation of applications and SOQs to assess education and experience as it relates to the minimum and desirable qualifications listed below. A minimum rating of 70% must be attained to obtain list eligibility. Hiring interviews may be conducted with the most qualified candidates. All candidates will receive written notification of their examination results. The results of this examination will be used solely to fill the position of Chief, Tax Support Division.

Special Testing: If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application." You will be contacted to make special arrangements.

MINIMUM QUALIFICATIONS:

Applicants must meet the following minimum qualifications by the final filing date:

Either I

Must be a State civil service employee with permanent civil service status.

Or II

Must be a current or former employee of the Legislature for two or more consecutive years as defined in Government Code Section 18990.

Or III

Must be a non-elected exempt employee of the Executive Branch for two or more consecutive years as defined in Government Code 18992.

And in Addition to the Minimum Qualifications:

Must demonstrate the ability to perform high administrative and policy-influencing functions effectively. Such overall ability requires possession of the following:

Knowledge of the organization and functions of California State government including the organization and practices of the Legislature and Executive Branch; principles, practices and trends of public administration, organization, and management; techniques of organizing and motivating teams; program development and evaluation; methods of administrative problem solving; principles and practices of policy formulation and development; personnel management techniques; the department's or agency's equal employment opportunity objectives; and an administrator's role in the equal employment opportunity program.

Ability to plan, organize and facilitate the work of multidisciplinary professional and administrative staff; analyze administrative policies, organization, procedures and practices; integrate the activities of a diverse program to attain common goals; gain the confidence and support of top level administrators and advise them on a wide range of administrative matters; develop cooperative working relationships with representatives of all levels of government, the public, and the Legislative and Executive Branches; analyze complex problems and recommend effective courses of action; prepare and review reports; effectively contribute to the Department's equal employment opportunity program.

Knowledge and abilities are expected to be obtained from broad administrative or program manager experience with substantial participation in the formulation, operation, and/or evaluation of program policies (experience may have been paid or volunteer, in the State service, other governmental settings or in a private organization.)

DESIRABLE QUALIFICATIONS:

1. Strong leadership and management team experience demonstrating an ability to create a clear vision, set goals and expectations, encourage leadership, teamwork and initiative at all levels, and use sound judgment in managing complex and varied programs.
2. Demonstrated knowledge and effectiveness in implementing initiatives and policies.
3. Demonstrated ability to coach employees and create a work environment that stimulates learning, encourages growth, and recognizes individual achievements to ensure peak performance.
4. Demonstrated knowledge of state and federal laws, rules, policies, and procedures relating to tax issues affecting Departmental programs and having broad statewide impact.
5. Familiarity with the Employment Development Department's major programs including Job Service, Unemployment Insurance, Disability Insurance, Employment Tax and Workforce Development.
6. Familiarity with automated systems/technology and with the Department's automated systems.
7. Ability to establish and maintain effective working relationships with Executive Staff, a wide variety of departmental staff, staff of the Franchise Tax Board, Board of Equalization, Internal Revenue Service, Labor and Workforce Development Agency, public/private agencies and employers, and state and federal organizations.
8. Knowledge of quality customer service principles and demonstrated use of customer expectations to improve processes and/or products.

California Relay Telephone Service for the Deaf or Hearing Impaired: TDD: 1-800-735-2929; VOICE: 1-800-735-2922